

: UbZYghY`i bX`GdUbbi b[.`8: 6!Dc_U`!
:]bU`Y`nk]gW\Yb`6]Y`YZY`X`i bX`Ghi hh[Ufh`
: UbZYghY`]b`6Yf`]b`ni a`8: 6!Dc_U`Z]bU`Y. `%\$`\$`\$`\$`6]Y`YZY`X`!
: Ubg`Yfk UfhYb`Y]b`gdUbbYbXYg`Gd]Y`[Y[Yb`Ghi hh[Ufh`]a
C`ma d]UghUX]cb"



6Yf`]bž`8Yi hgW\`UbX`!`<Yi hYž`Ua` `&("A U]`&\$&) ž`Z]YVYfb`X]Y
: i »VU``ZUbg`]b`6Yf`]b`XYa`8: 6!Dc_U`Z]bU`Y`nk]gW\Yb`5fa`]b]U
6]Y`YZY`X`i bX`XYa` J Z6`Ghi hh[Ufh`Ybh[Y[Yb``8]Y` : UbZYghY`Z0f`X]Y
VY]XYb`A UbbgW`UZhYb`VY[UbbYb`VYfY]hg`i a``%\$`I` \f`Ub`XYb
nYbhfU`Yb`D`ÄhnYb`XYf`GhUXh``8]Y`5b`Äb[Yf`XYg`J Z6`Ghi hh[Ufh
j YfgUa` a`Y`b`g]W\`Ua`6fY]hgW\Y]Xd`Uhnž`k`Ä`fYbX`X]Y`6]Y`YZY`XYf
: Ubg`Ua`5`YI`UbXYfd`Uhn`ZY]Yfb``8]Y`Dc`nY]`\Uh`ni`f`G]W\Yf`Y]h
&`\$`\$`\$`6YUa`hY`]a`9]bgUhnž`XU`a`]h`Y]bYf`[fc»Yb`A`YbgW\Yba`Yb[Y
[YfYW`bYh`k`]fX"

9g`]ghni`Yfk UfhYbž`XUgg`X]Y`6]Y`YZY`XYf`I`bhYfghØhni`b[`nk]gW\Yb
%\$`\$`\$`\$`i`bX`%)`"\$`\$`\$`\$`: Ubg`i`a`ZUggYb`k`]fXž`k`Ä`fYbX`X]Y`Ghi`hh[UfhYf`
a`]h`Yhk`U`)`"\$`\$`\$`5b`Äb[Yfb`fYW`bYb`_`ÖbbYb``6YgcbXYfg`Ui`ZÄ``[

V`Y]Vh`X]Y`NU\`XYf`6]Y`YZY`XYfz`X]Y`Ui`h`GW`Åhni`b[`Yb`]bg[`YgUa`h`
fi`bX`%\$\$`\$\$\$`:`Ubg`]b`6Yf`]b`]YfgUa`a`Y`b`k`YfXYbž`]Y`Y`]cb`
]\bYb`c`b`Y`H]W`Yh`9]b`[`Yd`UbhYg`HfYZZYb`]cb`Yhk`U`"\$\$\$`
_UfhYb`cgYb`:`Ubg`Ua`A`Ui`YfdUf`_nY][`h`XUg`[`fc»`Y`b`hYfYggY`Ub`
X]YgYa`9fY][`b]g"

9]b`]bhYbg]j`Yg`:`]bU`Y`

8Yf`J`Z6`Ghi`hh[`Ufhž`XYf`Yhnh`Å`f][`Y`J`]nYa`Y]ghYf`i`bX`F`ØW`_Y`fYf`]b`
X]Y`7`Ua`d]cbg`@YU[`i`Yž`\Uh`Y]bY`VYUW`h]W`X`Y`:`i`»`VU`\`]ghcf]Y`"A`]h`
ZØb`Z`A`Y]ghYfh]hY`bž`XfY`]Dc`_U`g]Y[`Yb`i`bX`&)`5i`Zh]hhYb`]a`
9i`fcdUdc`_U`]gh`Ghi`hh[`Ufh`XYf`:`Uj`cf]h`]a`:`]bU`Y`"8Yf`?`UXYfk`Yfh`
XYf`Ghi`hh[`UfhYf`ØVYfghY][`h`XYb`]cb`6]Y`YZY`X`i`a`XUg`(\$!:`UW`Yž`
k`Ug`XYb`gdcfh]W`X`Yb`8fi`W`_Yf`\Ø`h`5fa`]b]U`6]Y`YZY`X`\]b[`Y[`Yb`
\Uh`Y]bYb`VYY]bXfi`W`_Yb`XYb`K`Y[`]bg`:`]bU`Y`\]b[`Y`Y[`hi`bX`nY][`h`
g]W`_U`g`9bhgW`cggYb`Y]hi`bX`HYUa`[`Y]gh`i`bhYf`HfU]bYf`A`]hW`
?`b]Uh"

- 5fa`]b]U`6]Y`YZY`Xg`K`Y[`]bg`8`:`6!Dc`_U`Z]bU`Y`.
- %`F`i`bXY.`&.`\$`[`Y[`Yb`<`Ubbcj`Yf`-`*`
- &`F`i`bXY.`&.`\$`[`Y[`Yb`|`b]cb`6Yf`]b`
- 5W`hY`Z]bU`Y.`"`.%`[`Y[`Yb`G7`:`fY]Vi`f[`
- J]YfhY`Z]bU`Y.`&.`%`[`Y[`Yb`K`YfXYf`6fYa`Yb`
- <U`VZ]bU`Y.`&.`%`[`Y[`Yb`6UmYf`@Yj`Yf`_i`gYb`

6]Y`YZY`X`\Uh`Y]bY`VYY]bXfi`W`_Yb`XY`GYf]Y`j`cfni`k`Y]gYb`i`bX`]gh`gY]h`
XYa``,`"A`Åfn`]b`U`Y`b`K`YhhVYk`YfvYb`i`b[`YgW`_U[`Yb`"8Yf`?`i`V`\Uh`
Y]bY`FY`_cfXnU`\`j`cb`&)`5i`Z`i`bX`5Vgh]Y[`Yb`nk`]gW`X`Yb`X`Yb`@][`Yb`
i`bX`_Åa`dZh`U`g`j`]YfhYf`8f]hh][`]gh`i`a`XYb`YfghYb`Dc`_U`g]Y[`"9]b`
9fZc`[`k`ØfXY`b]W`X`h`bi`f`XYb`9]bni`[`]b`X]Y`9i`fcdU`@YU[`i`Y`
VYXYi`hYbž`gcb`XYfb`Ui`W`_Y]b`Gi`dYfW`d!Gd]Y`[`Y[`Yb`XYb`:`7`
6UmYfb`Yfa`Ø[`]W`X`Yb`"8]Y`Dc`_U`df`Åa`]Yb`ØVYfghY][`Yb`VYfY]hg`XYb`
9hUhj`cb`_bUdd`UW`h`A`]cbYb`9i`fc`i`bX`nY][`Yb`X]Y`]a`a`YbgY`
6YXYi`hi`b[`]X]YgYg`Gd]Y`Yg`ZØf`XYb`J`YfY]b"

:`Ub`_i`h`i`f`i`b`X`J`c`f`ZfYi`XY`

5i`W`_j`b`XYf`6Yf`]bYf`;`Ughfcbca`]Y`k`]fX`X]Y`5ha`cgd`\ÅfY`XYg`

:]bU`g`nY`YVf)Yfh"8]Y': i » VU``_bY]dY' HUbhY'?Åh\Y']gh'a]h'\fYb
 +\$\$`D`ÀhnYb`Ui g[YVi W`h"8Yf'6Yf`]bYf'GYbUh`\Uh'ni XYa`X]Y
 , VYfhfU[i b[`XYg`Gd]Y`g`]b`6]Yf[ÅfhYb`Yf`Ui Vhž`U``YfX]b[g`i bhYf
 VYgh]a a hYb`@Àfa gW`i hfY[Y`b"8]Y`GhUXh`bi mh`XUg`9j Ybh`Ui W`
 U`g`D`UhhZcfa`ZØf`A Uf_Yh]b[U_h]cbYbž`X]Y`6]Y`YZ`Xg`7ca YVUW_
 VYk YfVYb" `G`c[Ubg`k]Y' 6Yf`]bg`\Y]» YghYf`7`i V.`5fa]b]U
 6]Y`YZ`X` i bhYfghfY]W`Yb`XYb`5i Zhf]YVž`XYb`XYf`?`i V`bUW`Y]bYa
 8cddY`!5Vgh]Y[`]b`X]Y`nk Y]hY`6i bXYg`][U`[Yb]Y» h"

8Ug`<Yfa UbbgXYb_a U`]a`HYi hcVi f[Yf`K U`X`k i fXY`gc[Uf`a]h
 Y]bYa`Hf]_ch`XYg`J YfY]bg`[YgW`a ØW`hž`k Ug`X]Y`c`Y
 -XYbh]Z]_Uh]cb`XYf`FY[]cb`a]h'\fYa`HYUa`gma`Vc`]g]Yfh"6Y]XY
 HYUa`g`g]bX`VYfY]h`ZØf`Y]b`gdUbbYbXYg`:]bU`Yž`XUg`i a`&\$`i`f`j`Y
]a`N8: `ØVYfhfU[Yb`k]fX"

fVV&(`i bX`N8: `VYf]W`hYb`Ui gZØ`f`]W`ØVYf`X]Y`J cfVYfY]hi b[Yb
 i bX`X]Y`Gh]a a i b[`]b`XYf`GhUXh"

8YhU]`g	
C fh	6Yf`]bž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • k k k "nXZ"XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b`bYh